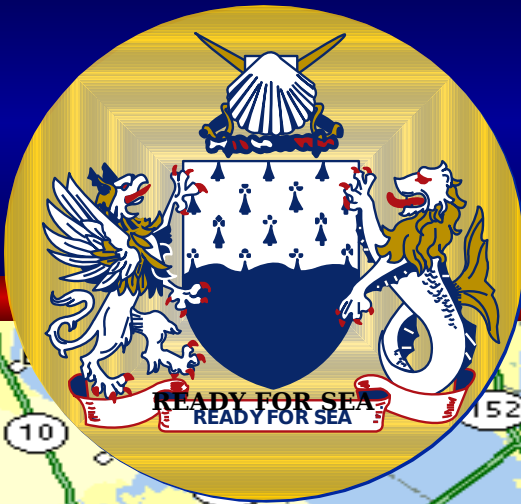


# 2000-2001 Supply Corps Roadshow

**Selection Board and FITREP Brief**

**You're the Board Member**



**CAPT Bob Nanney, SC, USN**  
**Director of Supply Corps**



# *Questions?*



**When will I be in Zone?**

**How are the zones determined?**

**Many of us have the same or similar questions, but don't understand the process, or really don't know who to ask.**

**You have come to the right place today because both of these questions will be answered by the time you complete this brief.**



# *Agenda*



## ★ **Promotion Plan Development**

- ▮ **Selection Board Procedures**
  - ★ **(including FITREP  
Tutorial)**



# Promotion Plan Development



## *The Basics:*

- ▮ *LCDR and Above - Vacancy Driven*
- ★ *End Strength Controls from BUPERS*

- ▮ *Projected Losses ... Create Vacancies ... Drive*

## *Variables/Tools to Manage:*

- ▮ *Opportunity*
- ▮ *Flow Point*
- ▮ *Number Selected*





# Promotion Plan Development



## How The Numbers

Work ...

Start with Beginning End Strength

166

Subtract: Promotions to Next Senior Grade

(2)

Retirements

(27)

Authorized End Strength

165

28

Picks

Determine Zone  
Size:

28

Promotions/Opportunity = Zone Size

Flow Point

$$28 / 55\% = 51 \quad 21 - 11$$

$$28 / 50\% = 56 \quad 21 - 8$$

$$28 / 45\% = 62 \quad 21 - 5$$

Promotion Opportunity Drives Zone Size and Flow Point





# Promotion Plan



**DOPMA**

**22+/-1YR**

**50%+/-  
10%**

**★Flow point 21-02 to 21-08 thru  
FY05**

**▣ Selection Rate steady at 50%**



**DOPMA**

**16+/-1YR**

**70%+/-  
10%**

**▣ Flow point 15-01 to 15-07 thru**

**▣ Selection Rate increased to 75%  
FY01 & FY02 ... potential increas  
80% in FY03-05**



**DOPMA**

**10+/-1YR**

**80%+/-  
10%**

**▣ Flow point 9-11 to 10-05 thru F**

**▣ Selection Rate steady at 75%**



# *Agenda*



- ▮ **Promotion Plan Development**
- ▮ **Selection Board Procedures**
  - ▮ **(including FITREP Tutorial)**



**Now that you know  
how Promotion Zones  
are determined, let's  
take a look at the  
Promotion Board  
Process...**

**First question: How  
are board members  
selected?**





# Promotion Boards



## ***Board Membership***

***Chief of Supply Corps Nominates***

***Include Minority, Female, Reserve, Line  
Acquisition Professional and***

***Joint Officers***

***Representing Diverse Warfare***

***Communities  
Subspecialties***

***& Geographic***

***Locations***





**I've heard that certain categories receive special consideration before boards.**

**What are the categories?**

**What percentage is selected?**



# ***Precepts .***



***Precept - "Pick the best qualified ...and ..."***

- JCS ... same as OPNAV***
- JSO ... same as OPNAV***
- OJT ... same as Board Average***
- APM ... same as Board Average***
- Minority ... same as Board Average***
- Female ... same as Board Average***





**What is the normal  
Board cycle?**



# Promotion Board Process



**T-90**  
**Day**  
**s** *Records Reviewed by Candidate*

**T-45**  
**Day**  
**s** *Records Pulled & Printed*

**T-7**  
**Day**  
**s** *Recorders Prepare and Review Records*

*Convening of the Board*

*Swearing-in  
Training  
Secrecy Oath*

*Record Review by Members*

*All Records are Reviewed*

*Briefer Assigned to Each Record ...*



*Record Review Room*





**Now that the President  
and Members of the  
Board have reviewed  
records, it's time to  
Tank...**

**Let's take a look at what  
the member's view...**





# Reviewing The Officer Summary Record



NAME	SSN	DESIG	RANK	DOB	AGE	YEAR GROUP
SALTY S	001-02-0003		3100	LT	651005	31 89

■ **PRESENT DUTY STATION**

NAV ICP MECH

■ **PRESENT BILLET**

DIV DIRECTOR

COLLEGE DATE  
SERVICE SCHOOLS  
STANFORD 88 BACH  
8908 27  
9409 03

MAJOR

CHEM

SUBPEC

SUPPLY BASIC

SODHC

■ **ACTIVE DUTY PRIOR MIL**

PERSONAL

BASE DATE SERVICE

DECORATIONS

881220

N

YEAR

MOS

GRADE HELD

HIGHEST

NAM 01

NCM 02



**The Performance  
Summary Report is very  
confusing...**

**How do I know where I  
stand amongst my  
peers?**



# Reviewing the Officer



...your record speaks for itself!

PERFORMANCE SUMMARY REPORT																					
NAME (LAST, FIRST MIDDLE) SMITH, J AMES N					DESIG/RATE 3100							SSN 987-65-4321				PAGE 3 OF 3					
PG	STATION	DUTY	DATES	M O S	REPORTING SENIOR			TRAITS					AVERAGE		PROMOTION REC					RPT TYP E	
					NAME	PG	TITLE	1	2	3	4	5	IND SUM	R/S CUM	SP	PR	P	MP	EP		
03	AS41 McKEE	CUST SV OFF	950201 960131	12	TREE B L	06	CO					1	5	4.83 4.89	6 4.92	0	0	1	X 1	1	RG
03	AS41 McKEE	CUST SV OFF	960201 960526	04	TREE B L	06	CO						6	5.00 5.00	7 4.93	0	0	0	0	X 1	RG
04	FISC SD	MATL	960527 961031	05	WILLIAMS L M	06	CO				5	1		3.17 3.23	12 3.41	0	0	2	X 2	1	RG
04	FISC SD	MATL	961101 971031	12	WILLIAMS L M	06	CO				2	3	1	3.83 3.17	19 3.36	0	0	2	2	X 1	RG

INDIVIDUAL GRADE

REPORTING SNR CUML AVG

SUMMARY GROUP AVERAGE

1

2

3

4

TRAITS					AVERAGE		PROMOTION REC				
1	2	3	4	5	IND SUM	R/S CUM	SP	PR	P	MP	EP
			1	5	4.83 4.89	6 4.92	0	0	1	X 1	1
				6	5.00 5.00	7 4.93	0	0	0	0 1	X 1
		5	1		3.17 3.23	12 3.41	0	0	2	X 2	1
		2	3	1	3.83 3.17	19 3.36	0	0	2	X 2	1



# Reviewing the Officer



	TRAITS					AVERAGE		PROMOTION REC				
	-----					IND	R/S	-----				
	1	2	3	4	5	SUM	CUM	SP	PR	P	MP	EP
1				1	5	4.83	6				X	
						4.89	4.9	0	0	1	1	1
2					6	5.00	27					X
						5.00	4.9	0	0	0	0	1
3			5	1		3.17	12				X	
						3.23	3.4	0	0	2	2	1
4			2	3	1	3.83	19					X
						3.17	3.3	0	0	2	2	1



**Now that you have a grasp of the FITREP analysis, let's get back to the Board Members reviewing records.**



# Officer Summary Record



SALTY S			3100			001-02-0003															1 OF 1																			
RANK	DUTY STATION	DUTY	DATE OF REPORT	MOS	REPORTING SEN/GRADE	PERF							COMPARE							DESIRE							PROM							TRAITS						
1	NSCS	STU	0289 / 07		ROBB J / 6	0	1	2	3	5	7	1	2	3	5	7	1	2	3	5	7	E	P	N	1	2	3	5	7											
						RG																																		
1	AE29 USS MOU	DISB	0889 / 12		KILN X / 6	1						1										-2-			5			/2												
2	AE29 USS MOU	SALES	0492 / 07		FISHY S / 6						1		1			1					5			/1			6													
						NAM																																		
3	FISC NORVA	NACO	0292 / 12		CLUB C / 6	1					2				5					/2			6				RG													
3	FISC NORVA	NACO	0794 / 3		CLUB C / 6	1					1				5					/1			6				RG													
						NCM																																		
3	FFG 31 USS STA	SUPPO	1094 / 6		FILM K / 5	1					1				5					/1			6				RG													
3	FFG 31 USS STA	SUPPO	0295 / 8		FILM K / 5	1					1				5					/1			6				RG													
						BATCHELDER WINNER																																		





# Performance Summary Report



PERFORMANCE SUMMARY REPORT SEQ. NUM: F1234

DATE OF REPORT: 11/15/97

NAME (LAST, FIRST, MIDDLE) SALTY, SAM, NMN					DESIG/RATE 3100				SSN 001-02-0003										PAGE 1 OF 1			
PG	STATION	DUTY	DATES	M O S	REPORTING SENIOR NAME PG TITLE			TRAITS				AVERAGES		PROMOTION REC				RPT		TYPE		
								1	2	3	4	5	CUM	SP	PR	P	MP	EP				
03	FFG 31 USS STARK	SUPPLY OFFICER	100695 013196	4	FILM K		05	CO	0	0	0	1	5 4.83	4.83	4.79	0	0	0	0	5 1	X	
03	FFG 31 USS STARK	SUPPLY OFFICER	020196 013197	12	HELM S		05	CO	0	0	0	2	4 4.67	4.67	4.54	0	0	0	0	4 "E"	X	
03	FFG 31 USS STARK	SUPPLY OFFICER	020197 062897	4	HELM S		05	CO	0	0	0	2	4 4.67	4.67	4.49	0	0	0	0	8 1	X	



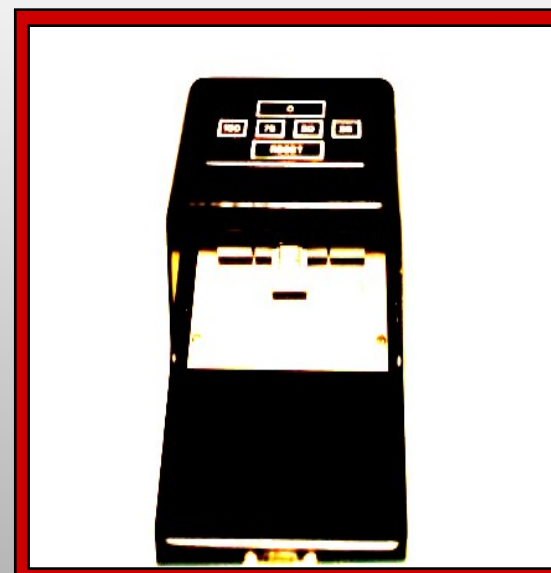
# Promotion Board Process



★ *Records Displayed and Briefed*

*OSR, PSR*

□ *Vote ... Confidence Interval*





# Scattergram ... Tank #1



Confidence  
Cum

Records

*Vote to  
Tentatively  
Select (48)*

100

4

4

96

24

**48**

28

92

20

48

88

0

70

0

69

0

63

12

**34**

60

56

4

64

50

8

72

44

10

82

38

0

31

0

25

6

88

19

4

92

13

3

**18**

95

6

1

96

0

4

100

*Vote to  
Tentatively  
Drop From  
Further*

**100 In-Zone**

**70%**

**Opportunity**

**= 70 Picks**

**“Crunch”**

*\* Records to be*

*reviewed  
again (34)*





# *34 Records Back for Review*





# Scattergram ... Tank #2



34 Records  
Brought  
Forward  
from Tank  
#1



**Confidence  
Cum**

**Records**

***Vote to  
Tentatively  
Select (21)***

48 Picks from  
Tank #1.  
21 from Tank  
#2.  
Leaves 1 More  
Pick.

96	7	7
88	14	21
82	0	
70	0	
69	0	
63	0	
56	0	
50	1	22
44	1	23
38	0	
31	0	
25	0	
19	4	27
13	3	30
6	4	34
0	0	

**21**

**2**

**11**

***“Crunch”***

***Records to be  
reviewed  
again (2)***

***Vote to  
Tentatively  
Drop From  
Further***



# *Back to the tank ... 2 to pick 1*







# Reviewing The Officer Summary Record Record #1



NAME	SSN	DESIG	RANK	DOB	AGE	YEAR	GROUP
HATCH W T	987-65-4321		3100	LT	640101	32	88

PRESENT DUTY STATION  
FISC SAN DIEGO

PRESENT BILLET  
INVENTORY MGT

COLLEGE	DATE	MAJOR	SUBPEC	SERVICE
SCHOOLS				
ARIZONA		87 BACH	BUS ECON	
SUPPLY BASIC	8905 27			
				JASMM 9201 03

ACTIVE DUTY PRIOR MIL	PERSONAL	HIGHEST
BASE DATE	SERVICE	YEAR
DECORATIONS		MOS
880606	N	004
NAM 02		OCU2



# Officer Summary Record



## Record #1

HATCH W T			3100										987-65-4321										1 OF 1													
RANK	DUTY STATION	DUTY	DATE OF REPORT	MOS	REPORTING SEN/ GRADE	PERF							COMPARE							DESIRE							PROM			TRAITS						
						0	1	2	3	5	7	1	2	3	5	7	1	2	3	5	7	E	P	N	1	2	3	5	7							
1	NSCS	STU	0688 / 07	ROBB J / 6	B																															
1	DD963 USS SPR	DISB	0189 / 12	JETS B / 6	110	1	1								1					5	N		X	5					1 RG							
2	DD963 USS SPR	DISB	1090 / 06	JETS B / 6	11	1					1				5				/1				6						RG							
				NAM																																
3	NAS ATLANTA	ASSTSUP	0292 / 12	SMITH K / 6	1			1			2				5				/2				6						RG							
3	NAS ATLANTA	ASSTSUP	0293 / 5	SMITH K / 6	1			1			1				5				/1				6						RG							
																						NAM														
3	LPH11 USS NEW	AV STOR	0793 / 6	JONS T / 6	1			1			5				5				/5				6						RG							
3	LPH11 USS NEW	AV STOR	0194 / 12	CRAT A / 6	1			1			5				5				/5				6						RG							



# Performance Summary Report

## Record #1

PERFORMANCE SUMMARY REPORT

SEQ. NUM: F1234

DATE OF REPORT: 11/1

NAME (LAST, FIRST, MIDDLE) HATCH, WALTER T.					DESIG/RATE 3100					SSN 987-65-4321    PAGE 1 OF 1											
PG	STATION	DUTY	DATES	M O S	REPORTING SENIOR NAME   PG   TITLE			TRAITS					AVERAGES		PROMOTION REC					RPT	
														RPT	CUM	SP	PR	P	MP	EP	TYPE
03	LPH 11 USS NEW ORL	AV STORES	020195 021596	13	CRAT A	06	CO	0	0	2	3	1	3.83 3.78	10 4.01	0	0	X 2	1	RG 1		
03	LPH 11 USS NEW ORL	AV STORES	020196 101896	8	HECK N	06	CO	0	0	0	4	2	4.33 4.33	4.33 4.19	0	0	16 0	0	1		
03	FISC SAN DIEGO	INV MGT	101996 013197	3	HART X	06	CO	0	0	0	5	1	4.17 4.17	4.17 4.17	0	0	8 0	2	X 0		



# Reviewing The Officer Summary Record



<b>NAME</b>		<b>SSN</b>	<b>DESIG RANK</b>	<b>DOB</b>	<b>AGE</b>	<b>YEAR GROUP</b>
ELLIS W B		123-45-6789	3100	LT	640628	33
88						
<b>PRESENT DUTY STATION</b>			<b>PRESENT BILLET</b>			
TRF KINGS BAY			GEN SUP			
<b>COLLEGE SCHOOLS</b>	<b>DATE</b>	<b>MAJOR SUBPEC</b>	<b>SERVICE</b>			
WEBSTER U.	95 MAST	BUS ADM 1301G	SUPPLY BASIC 8506			
27						
USNA	88 BACH	HISTORY	1306S SUB			
OFFS BASIC	9107 14					
<b>ACTIVE DUTY PRIOR MIL</b>			<b>HIGHEST</b>			
<b>PERSONAL</b>						
<b>BASE DATE</b>	<b>SERVICE</b>	<b>YEAR</b>	<b>MOS</b>	<b>GRADE HELD</b>		
880723	N					
<b>DECORATIONS</b>						
			NAM 01			



# Officer Summary Record



## Record #2

ELLIS W B			3100										123-45-6789										1 C											
RANK	DUTY STATION	DUTY	DATE OF REPORT	MOS	REPORTING SEN/GRADE	PERF							COMPARE							DESIRE							PROM			TRAITS				
						0	1	2	3	5	7	1	2	3	5	7	1	2	3	5	7	E	P	N	1	2	3	5	7					
1	NSCS	STU	0688 / 06	ROBB J / 6	B																													
1	LPD 9 USS DEN	FSO	0189 / 09	DOGG B / 6	1 1 0									3				5	2		X	4				2 RG								
2	LPD 9 USS DEN	DISBO	1089 / 12	DOGG B / 6	1 1					1				5				/1			6					RG								
2	DSC COLUMB	NACO	0192 / 12	BURN M / 6	1 0					2				5				/2			6					RG								
3	DSC COLUMB	NACO	0193 / 10	BURN M / 5	1 1					1				5				/1			6					RG								
3	NAVSUB SCOL	STU	1193 / 6	HEDGE S / 6																														
3	SSN 714 NORFOL	SUPPO	0694 / 7	TEACH T / 6	1 1					1				5				/1			6					RG								



# Performance Summary Report

## Record #2

PERFORMANCE SUMMARY REPORT

SEQ. NUM: F1234

DATE OF REPORT: 11/1

NAME (LAST, FIRST, MIDDLE) ELLIS, WILD B.				DESIG/RATE 3100			SSN 123-45-6789				PAGE 1 OF 1									
PG	STATION	DUTY	DATES	M O S	REPORTING SENIOR		TRAITS					AVERAGES		PROMOTION REC				RPT		
					NAME	PG TITLE								RPT	CUM	SP	PR	P	MP	EP
03	SSN 714 USS NORFOLK	SUPPO	050396 013197	8	KELP R	06	CO	0	0	0	5	1	4.17 4.17	12 4.19	0	0	0	0	X	RG
03	SSN 714 USS NORFOLK	SUPPO	020197 051697	3	KELP R	06	CO	0	0	0	4	2	4.33 4.33	4.33 4.20	0	0	0	13 0	0	Blue "E"





# Whom Would You Select?



## OFFICER SUMMARY RECORD

NAME GROUP	SSN	DESIG	RANK	DOB	YEAR AGE
ELLIS W. B. 88	123-45-6789	3100	LT	640628	33

PRESENT DUTY STATION	PRESENT BILLET
TRF KINGS BAY	GEN SUP

COLLEGE SCHOOLS	DATE	MAJOR	SUBPEC	SERVICE
USNA	88 BACH	HISTORY	1306S	
BASIC	8506 27			
9107	14			

ACTIVE DUTY PERSONAL	PRIOR MIL
BASE DATE	SERVICE
DECORATIONS	YEAR
880723	N

SPECIAL QUALIFICATIONS
1) SUPSUBWAR
2) JPME PHASE 1
3) AQLVL2CONTR

## OFFICER SUMMARY RECORD

NAME	SSN	DESIG	RANK	DOB	AGE	YEAR GROUP
HATCH W. T.	987-65-4321	3100	LT	640101	33	88

PRESENT DUTY STATION	PRESENT BILLET
FISC SAN DIEGO	INVENTORY MGT

COLLEGE SCHOOLS	DATE	MAJOR	SUBPEC	SERVICE
WEBSTER U.	95 MAST	BUS ADM		SUPPLY BASIC
8801 27				
ARIZONA	87 BACH	BUS ECON		JASMM
9309 03				

ACTIVE DUTY PERSONAL	PRIOR MIL	HIGHEST
BASE DATE	SERVICE	YEAR
DECORATIONS	MOS	GRADE HELD
880606	N	NAM 02
	NCM 01	



# Scattergram ... Tank #3



2 Records  
Brought  
Forward  
from Tank  
#2



Confidence  
Cum

Records

*Vote to  
Tentatively  
Select*

*Dropped  
From  
Further  
Consideratio  
n*

70  
Records  
Selected  
for  
Promotio  
n!

100  
92  
88  
82  
70  
69  
63  
56  
50  
44  
38  
31  
25  
19  
13  
6

0  
0  
0  
0  
0  
0  
1  
0  
0  
0  
0  
1  
0  
0  
0  
0

**1**

1

**(1)**

**1**

2

**(1)**



# The Path To Announcement



## Routing: Normal Process - 10 Weeks

